

Name of the workshop

Gender Workshop for STiR Education

Date

27th October 2023 (Online) & 30th October 2023 (Offline)

Location

Zoom & 91Springboard, Indiranagar

Participants

18 (Offline) from South India

22 (Online) from North India along with one participant from Indonesia

All participants were STiR employees and belonged to different departments.

Facilitators

Shamili S

Co-founder, Cozyhope

[Shamili](#) is a trauma-informed, queer, and caste-affirmative therapist. She uses systemic (contextual) and intersectional understanding of mental health in her therapy practice. She is trained in many approaches to therapy like humanistic, narrative, existential, CBT, ACT, and trauma-focused practices along with different approaches to couple and family therapy.

Snehal

Co-founder, Cozyhope

[Snehal](#) is a postgraduate in psychology, medicinal and analytical chemistry and currently pursuing a fellowship in perinatal mental health (with Dr. Ashlesha Bagadia, a perinatal psychiatrist). In the past, she has been associated with NGOs and academies like Parivarthan and Prerana, Bangalore, as a counsellor, life skills and counselling skills trainer, and supervisor.

Vaish

Psychologist, Cozyhope

[Vaish](#) is a postgraduate in counselling psychology and has previously worked with adolescents, adults, families, and couples in the areas of anxiety, depression, self-doubt, academic goals, relationship issues, confidence building, suicidal thoughts, grief, and many more.

Organizers

The workshop was organized by STiR Education. Participants included STiR team members from India and Indonesia.

Online Workshop

The online workshop was conducted for two hours, with a 30-minute break. It included discussions, activities, information giving and roleplays.

Theme of the Workshop

Discussion on Gender

Subthemes

- Biological sex vs Gender
- Genderbread person
- Charmed Circle
- Intersectionality
- Equity Vs Equality
- Workplace biases and prejudices
- Gender Affirmative workplace practices

Discussions

- Psychoeducating and discussion on **Biological sex vs Gender** with the help of a **Genderbread person**. Snehal shed light upon the difference between the both. She also gave an introduction to **intersex people, gender identity, and gender expression including cross-dressing and sexual orientation**.
- **Intersectionality** was discussed. Intersectionality shows the interconnectedness of various aspects of a person's identity such as gender, class, caste, race, religion, sexuality, etc., with personal history and context. A discussion on this was followed.
- An activity was conducted on the topic of the **Charmed Circle**. Discussion and reflections were conducted based on these identities using questions such as "Is your identity closer to the center or the margin?" How do you feel about it? And others
- Participants were shown a **short video based** on India's first transgender sub-inspector. A discussion on Equity vs. Equality followed this. Facilitators gave information on the **consequences of lack of equity at the workplace**, after the discussion.
- Another topic covered in the workshop was **Workplace biases and prejudices and their impact**. A discussion on indicators of workplace bias followed this.
- Facilitators introduced the participants to **Gender Affirmative workplace practices** and provided information on how to make workplaces gender affirmative.

Activities

- The participants were divided into five different groups and each group was given an identity. Ten questions were given to participants and they were asked to come back with their total scores. Higher scores indicated higher “charm” in the society which meant that the identity was closer to the centre. Lower scores indicated that the identity was towards margins. This activity was conducted to introduce the concept of the **Charmed Circle**. Some identities are more socio-culturally accepted and are shared norms within society. The inner circle represents identities that are considered normal and enjoy various privileges. Outer circle represents identities that are considered abnormal and hence are socially punished. This was followed by a reflection and discussion on the activity
- The participants were divided into three groups and given a case vignette. They were provided with four questions to discuss about the case. The questions fell under the purview of gender-affirmative workplace practices. Finally, the participants in each group were asked to do a **roleplay** with the given scenario using the gender affirmative practices.

Insights

- The workshop was interactive and participants were actively engaging in all the activities
- One of the participants was from Indonesia and hence had to be familiarised with the cultural context of some topics and activities
- The questions during the charmed circle activity were helpful in reflection. The participants highlighted that it was difficult to put themselves into the shoes of their identities as some aspects were left to the imagination.
- Though the scores given for the activity were 0 and 1, the participants were able to break the binary. Some groups gave the scores in fractions as they felt that the answers were not getting captured in binaries.
- The roleplay gave a platform for the participants but what they have learned into practice.
- The participants were able to reflect on their own experiences of gender and related aspects.

Outcomes

- Helped in developing an overall understanding of the various gender identities.
- The roleplay session was useful in capturing what they had learned. The participants, however, needed more time for the roleplay
- The participants gave feedback that the session could have been longer as it included many themes and subthemes
- Charmed circle activity helped the clients to reflect on the unique challenges experienced by different identities in society
- The participants were able to note down behaviours that indicate workplace bias

Conclusion

The workshop concluded on time with all the participants gathering back together for a quick summary of the workshop. Overall, it provided an overview of gender and related topics. The participants were able to gain a holistic understanding of gender, charmed circle, intersectionality, gender affirmative practices, equity vs equality, and gender bias. Major learning from the workshop is in terms of time management as more time was required to cover the topics in-depth.

Offline workshop

The offline workshop was conducted for two hours, with a 30-minute break. It included discussions, activities, information giving and roleplays.

The theme of the Workshop

Discussion on Gender

Subthemes

- Biological sex vs Gender
- Genderbread person
- Charmed Circle
- Intersectionality
- Equity Vs Equality
- Workplace biases and prejudices
- Gender Affirmative workplace practices

Discussions

- Shamili introduced the idea of the **Charmed Circle**. Information was provided on Some identities that are more socio-culturally accepted and are shared norms within the society. The inner circle represents identities that are considered normal and enjoy various privileges. The outer circle represents identities that are considered abnormal and hence are socially punished.
- Psychoeducating and discussion on **Biological sex vs Gender** with the help of a **Genderbread person**. Snehal shed light upon the difference between the both. She also gave an introduction to **intersex people, gender identity, and gender expression including cross-dressing and sexual orientation**.
- **Intersectionality** was discussed. Intersectionality shows the interconnectedness of various aspects of a person's identity such as gender, class, caste, race, religion, sexuality, etc., with personal history and context. A discussion on this was followed.
- Participants were shown a short video based on India's first transgender sub-inspector. A discussion on Equity vs. equality followed this
- Another topic covered in the workshop was **Workplace biases and prejudices and their impact**. This was followed by a discussion on **indicators of workplace bias**

where the participants shared their insights and experiences of the topic. One of the participants shared his experience. This participant, who recently had a child, wanted to stay home and help his wife with childcare. However, he could not do so as the number of paternal leaves was limited. This was followed by a discussing of **stereotypes** and their implications on the workplace.

- Facilitators introduced the participants to **Gender Affirmative workplace practices** and provided information on how to make workplaces gender affirmative.

Activities

- The participants were divided into three different groups and each group was given an identity. Ten questions were given to participants concerning the workplace and they were asked to come back with their total scores. Higher scores indicated higher “charm” in the society which meant that the identity was closer to the centre. Lower scores indicated that the identity was towards margins. This activity was conducted to enhance the understanding of the **Charmed Circle** that was previously discussed. This was followed by a reflection and discussion on the activity
- The participants were divided into three groups and given a case vignette. They were provided with four questions to discuss the case. The questions fell under the purview of gender-affirmative workplace practices. Finally, the participants were asked to do a **roleplay** with the given scenario using the gender affirmative practices. The participants chose their characters and roleplayed the case that was given to them using a gender-affirmative lens.

Insights

- The offline session is interactive. The participants were curious and asked a lot of questions
- During the charmed circle activity, the participants struggled to connect with their identities. Some of the questions made them reflect on the unique experiences and challenges faced by these identities.
- The video helped the participants to understand equity and equality. At the same time, the participants highlighted that there is a long way to go till we achieve equity.
- The charmed circle activity helped the participants reflect on their identities, privileges, and challenges.
- The roleplay gave a platform for the participants but what they have learned into practice.

Outcomes

- Helped in developing an overall understanding of the various gender identities.
- The roleplay session helped practice gender gender-affirmative practices. The feedback was also given during the roleplay.
- The charmed circle activity helped the participants to reflect on how charm works in society and workplaces
- Participants shared their knowledge and experiences of stereotypes and bias

- Gender affirmative practices pointers helped act as immediately transferable skills that they can use at the workplace

Conclusion

The workshop concluded on time with all the participants gathering back together for a quick summary of the workshop. It provided an overview of gender and related topics. The participants were able to gain a holistic understanding of gender and related topics.